

ANTI-BULLYING POLICY



Introduction

At Hollymount School, we are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

What Is Bullying?

Bullying is the deliberate and repeated use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim. Bullying can be short-term or continuous over a long period of time. It may be perpetrated by individuals or by groups of people, and can be planned and organised or sometimes unintentional.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing on, the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber All areas of internet ,such as email & internet chat room misuse
Mobile threats by text messaging & calls
Misuse of associated technology , i.e. camera & video facilities

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Schools have a responsibility to respond promptly and effectively to issues of bullying.

Children who are bullies often also need support understanding their motivations, as well as the distress their actions have caused to others. This will reduce future incidence of bullying as well as provide the bully with strategies to avoid repeated offenses.

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Responsibilities of staff

Our staff will:

- Foster in our pupils self-esteem, self-respect and respect for others.
- Demonstrate by example the high standards of personal and social behaviour that we expect of our pupils.
- Discuss bullying, so that children learn about the damage it causes to both the child who is being bullied and the bully, as well as the importance of telling an adult when it occurs.
- Be alert to distress and other possible indications of bullying.
- Listen to children who have been bullied, take what they say seriously and act to support them.

The responsibilities of pupils

We expect our pupils to:

- Refrain from becoming involved in any sort of bullying behaviour, even if this leads to temporary unpopularity.
- Intervene to help a pupil who is being bullied, unless it is unsafe to do so.
- Report to a member of staff any witnessed or suspected instances of bullying.

Anyone who becomes the target of bullying should:

- Tell a trusted adult or friend.

The responsibility of parents

We ask parents to support their children and the school by:

- Advising their children to report incidences of bullying to an adult at school.
- Explain the consequences of allowing bullying to continue for themselves and other pupils.
- Advising their children not to retaliate violently to any forms of bullying.
- Informing the school of any known instances in which their children are involved.
- Co-operating with the school, even if their children are accused of bullying.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens to run away
- cries themselves to sleep at night or has nightmares
- frequently feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable

- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

Procedures

1. Report bullying incidents to staff, either by the victim or by others in the school who are aware of the bullying (telling school)
2. In cases of serious bullying, the incidents will be recorded by the Headteacher in the Bullying Incident Log (Red card – see Behaviour Policy)
3. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem
4. If necessary and appropriate, police will be consulted
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
6. An attempt will be made to help the bully (bullies) change their behaviour

Outcomes

1. The bully (bullies) may be asked to genuinely apologise. Other responses should include: circle time, mediation between bully and victim, peer support, areas of school set up as opportunities for children to seek out quiet which are monitored by staff, ELSA time.
2. In serious cases, suspension or even exclusion will be considered (see Behaviour Policy).
3. All incidences of bullying, once reported to the Headteacher, will be recorded.
4. Ideally and if possible, the pupils will be reconciled.
5. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Prevention

We will use a variety of methods for helping children to prevent bullying. As and when appropriate, these may include:

- writing a set of class/school rules
- Problem boxes available in classrooms and ELSA to anonymously report incidents/fears
- signing a behaviour contract (KS2)
- use of **STOP** as an acronym throughout the school (Several Times on Purpose; Start Telling Other People)
- writing stories or poems or drawing pictures about bullying (Social Stories)
- reading stories about bullying or having them read to a class or assembly
- making up role-plays
- having discussions about bullying and why it matters
- school assemblies e.g. SEAL, NSPCC
- Knowing how to respond to bullying, whether as a victim of an onlooker, including: tell a friend; tell an adult whom you trust; write a note in a worry box, ring Childline.

HELP ORGANISATIONS:

Advisory Centre for Education (ACE)

0808 800 5793

Children's Legal Centre

0845 345 4345

Parentline Plus

0808 800 2222

Bullying Online

www.bullying.co.uk

ChildLine

www.childline.org.uk

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